

# Comparisons of Job Characteristics

**Focus Occupation:** [Human Resources Specialists \(13-1071\)](#)

**Associated Occupation:** [Farm Labor Contractors \(45-1012\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 31

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Farm Labor Contractors (45-1012)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Food Production	2.1	12.8	1.8	<< Extensive education and/or training may be required
Personnel and Human Resources	5.6	12.0	18.7	>> Current knowledge level is likely more than sufficient
Foreign Language	2.7	11.5	3.3	<< Extensive education and/or training may be required
Law and Government	5.9	7.9	9.4	> Current knowledge level is likely sufficient
Economics and Accounting	4.4	7.8	4.5	<< Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 80

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Farm Labor Contractors (45-1012)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Management of Personnel Resources	6.9	9.8	9.1	0 Current skill level may be sufficient
Time Management	8.9	9.4	10.1	0 Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 77

Focus Occupation: Human Resources Specialists (13-1071) Associated Occupation: Farm Labor Contractors (45-1012)				
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Multilimb Coordination	6.0	8.1	1.0	<< Extensive improvement in abilities may be required
Rate Control	3.8	5.8	1.0	<< Extensive improvement in abilities may be required
Response Orientation	4.0	5.6	1.0	<< Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 71

Focus Occupation: Human Resources Specialists (13-1071) Associated Occupation: Farm Labor Contractors (45-1012)	
Work Activities	Exclusivity of Activity
Conduct training for personnel	30
Hire, discharge, transfer, or promote workers	47
Recruit employees	87

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: n/a

Focus Occupation: Human Resources Specialists (13-1071) Associated Occupation: Farm Labor Contractors (45-1012)	
Tools and Technologies	Exclusivity
Tools and technology data is unavailable for one or both occupations.	

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.